

LEADERSHIP ASSESSMENT REPORT

CADET COMMAND REG 145-3
REQUIREMENTS CONTROL SYMBOL ATCC-122

PART I - RECORD OF OBSERVATIONS AND COUNSELING

Check here if **SPOT REPORT** ☐

a. SUMMARY OF OBSERVATION: Summarize most significant observed leadership behaviors. Use sufficient detail to support summary ratings in Parts II and III. Use Continuation Card if necessary.

b. COUNSELING: Comment on at least 1 "SUSTAIN" and 1 "IMPROVE" dimension as identified in Part II. ("IMPROVE" comments are required for each "N" entry in Part II) Not required for Spot Report.

SUSTAIN:

IMPROVE:

RATED CADET NAME

UNIT

DUTY POSITION (Location if Spot Report)

DATE

RATED CADET SIGNATURE

ASSESSOR NAME / INITIALS

CADRE

CADET

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PART II - CHARACTER: Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use Part I.)		Yes	No
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the Unit, and the soldier			
2. DUTY: Fulfills professional, legal, and moral			
3. RESPECT: Promotes dignity, consideration, fairness, & EO			
4. SELFLESS-SERVICE: Places Army priorities before self			
5. HONOR: Adherence to the Army's publicly declared code of values			
6. INTEGRITY: Possesses high personal moral standards; honest in word and deed			
7. PERSONAL COURAGE: Manifests physical and moral bravery			

b. LEADER ATTRIBUTES / SKILLS / ACTIONS:

Mark "E", "S", or "N" for each observed dimension. IMPROVE comments in Part II are mandatory when rating of "N" is indicated.

1. ATTRIBUTES <i>Fundamental qualities and characteristics</i>	ME	MENTAL	E	S	N	PH	PHYSICAL	E	S	N	EM	EMOTIONAL	E	S	N
		Possesses desire, will, initiative and discipline					Maintains appropriate level of physical fitness and military bearing					Displays self-control; calm under pressure			
2. SKILLS <i>Skill development is part of self-development; prerequisite to action</i>	CN	CONCEPTUAL	E	S	N	IP	INTERPERSONAL	E	S	N	TE	TECHNICAL	E	S	N
		Demonstrates sound judgment, critical/creative thinking, moral reasoning					Shows skill with people; coaching, teaching, counseling, motivating and empowering					Possesses the necessary expertise to accomplish all tasks and functions			
	TA	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting										E	S	N	
3. ACTIONS <i>Major activities leaders perform; influencing, operating and improving</i>															
INFLUENCING <i>Method of reaching goals while operating/improving</i>	CO	COMMUNICATING	E	S	N	DM	DECISION-MAKING	E	S	N	MO	MOTIVATING	E	S	N
		Displays good oral, written, and listening skills for individual / groups					Employs sound judgment, logical reasoning, and uses resources wisely					Inspires, motivates, and guides others toward mission accomplishment			
OPERATING <i>Short-term mission accomplishment</i>	PL	PLANNING	E	S	N	EX	EXECUTING	E	S	N	AS	ASSESSING	E	S	N
		Develops detailed, executable plans that are feasible, acceptable, and suitable					Shows tactical proficiency, meets mission standards, and takes care of people / resources					Uses after-action and evaluation tools to facilitate consistent improvement			
IMPROVING <i>Long-term improvement in the Army, its people, and organizations</i>	DE	DEVELOPING	E	S	N	BD	BUILDING	E	S	N	LR	LEARNING	E	S	N
		Invests adequate time and effort to develop individual subordinates as leaders					Spends time and resources improving teams, groups, and units; fosters ethical climate					Seeks self-improvement and organizational growth; envisioning, adapting and leading			

PART III - OVERALL NET ASSESSMENT (Circle one)

E

S

N